

EA Council/Superintendent Meeting**Date:** August 18, 2022**Union Leadership in Attendance:** Becky Roireauc, Jennifer Gentile, Claudia Ruiz, Rhondra Bass, and Alan Scott**District Leadership in Attendance:** Dr. Jennifer Norrell, Jalitza Martinez

NOTE: Missing issue numbers indicate that in our staff version of these notes a section has been removed for the protection of an individual member.

Agenda Items	Union Notes	District Notes
1.	We heard that it was stated at the new hire orientation that staff should never put their hands on children for any reason. Preschool- 1st grade teachers are concerned. Please clarify.	
4.	Middle School Virtual Orientations	

		Would you want a day just for 6th grades? Keep 7th and 8th home? Jennifer: I think people might have a fit.	
5.	Getting into buildings before school starts and Saturday option ?	Dr. Norrell: We have firewatchers in the buildings. ROE must approve buildings before anyone goes in. Hopefully we'll have approval by Friday, but maybe not even Monday.	
6.	We have been trying to get a meeting with Jalitza about creating a new rotation schedule for the front reception desk.	Becky: Jalitza - Can we get a meeting? Jalitza: Yes.	
7.	We would like to change the location for Office staff on 8/23 for attendance code training and Infinite Campus. We do not have enough room in Bardwell's library. Can this training be virtual?	Dr. Norrell: There's hundred of you? Rhonda: I'm not sure. Dr. Norrell: I know it can fit 900 kids. Rhonda: All clerical/secretary from 8 - 10. Dr. Norrell: Minus the bookkeepers. It's probably only about 80. Rhonda: We did it virtually last time? Can we do that? Dr. Norrell: I'll find out. Or I'll make sure that many can fit.	
8.	New Teacher Orientation-Union sign ups	Jennifer: Next year can we come in earlier than the last day. Usually the 2nd day. Dr. Norrell: It usually comes on my day. But then I ended up canceling my day. That was my thing. Jennifer: If we can move it up, that would be preferable.	

9.	Tuition reimbursement When will staff receive pay?	Dr. Norrell: We need to look at the MOU. Becky: I thought this was a done deal before I came. Dr. Norrell: I didn't see the large amount of money that would need to be passed out. \$250,000 so they won't compete with new people? We did this as a way to redo the process, to streamline it. I didn't have the authority to authorize that amount of money. Jennifer: We did the survey. Dr. Norrell: Jeff wanted to know how many people this would affect. Jennifer: Who wrote the MOU? Becky: Jeff did. Then I sent it to Dr. Norrell. Jennifer: We didn't have a dollar amount but we were in an agreement that we would fix it. Dr. Norrell: This came about because of a grievance. Someone never got paid. No other district goes back 10 years. Jeff talked to the local. He said it hurts our members because old payouts hurt current members. I just didn't realize the whopping amount of money. Becky: We at least need to get our current people paid. Dr. Norrell: Let's schedule a separate meeting where we can just discuss this issue. Becky: We have to be timely. Time is becoming of the essence.	
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		It would seem that if the decision was made to clear the books it would cost something. Dr. Norrell: Dollar amounts were never discussed. Alan: What's the total amount per year that can be spent? Jalitza: \$150,000 Alan: What if we took a portion out of that amount and cleared the books over a slower period of time, say 5 years? Jennifer: That's one option to consider. Becky: Were there years the money was never used? Jalitza: No. Dr. Norrell: We need to have a specific meeting about it.	
10.	Krug: New principal said no jeans. A dress code for teachers? It was said if you wore jeans admin would document it and your evaluation would be marked down on Domain 4.	Becky: Is the handbook ready? Dr. Norrell: I don't know. I'll find out. NOTE: It does not say this in the new handbook. Claudia: There are fantastic teachers who get high evaluations who wear jeans. It doesn't affect them. Becky: Is there anything you are aware of that we need to negotiate in this handbook? Dr. Norrell: It is still being tweaked by the lawyer. Claudia: So what are we telling the Krueg teachers? Dr. Norrell: Tell them they won't get docked for wearing jeans.	

11.	Some new hires paid \$15 to park near the Meyer Center because they hadn't heard it had been switched.	Dr. Norrell: Submit their parking receipt for reimbursement. Becky: Send to who? Dr. Norrell: Tell them to send it over here. Notify Jalitza	
12.	Eval rollovers	Becky: Have we made progress on this? Jennifer: We have the one person... Dr. Norrell: How many people are unhappy about this, though? Jennifer: So 2nd years can only roll with proficient? Dr. Norrell: Yes. Becky: Some completed some of their evaluation process before opting out. Dr. Norrell: We're in double digits. Jennifer: They had an excellent that was rolled to a proficient? Dr. Norrell: Yes. Jennifer: 1st year they had an excellent. But then their 2nd year they get rolled to proficient? I don't understand. Dr. Norrell: There were actually 14. The state says you can't roll nontenured teachers to excellent. But there are 34 other people who got an excellent in 2020-2021 but they were either evaluated or rolled to proficient. If you thought you were going to get excellent why would you roll?	

		Becky: Many did most everything but the principal could not tell what their rating was... Jennifer: But they need two formals... It does look to me like they finished her out... Dr. Norrell: We updated the evaluation plan.	
13.	9 one-to-ones What is the total cost per person?	Dr. Norrell: You want to know what they're charging us? Claudia: Yes. Dr. Norrell: I have to ask student services or finances	

District Issues

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